

PERSONNELConditions of Employment: Health Examinations**A. Communicable Tuberculosis****1. New Employees**

All new employees shall be evaluated to determine absence of communicable tuberculosis using acceptable methods (tuberculin skin test and/or chest x-ray) as determined by a physician.

The above condition shall apply to initial employment only. A person who leaves employment in the division (including a leave of absence) and returns after one or more years shall be required to again meet the requirements stated above.

2. Currently Employed Personnel and Follow-Up of New Employee:

a. For employees with a nonsignificant (negative) tuberculin reaction and/or negative chest x-ray, no further studies are necessary unless there is known contact with a case of tuberculosis or there is development of chronic respiratory symptoms (four (4) weeks or longer).

b. For employees with a significant (positive) tuberculin reaction and a negative chest x-ray, repeat chest x-ray in one (1) year; sooner if chronic respiratory symptoms develop. If there is contact with known pulmonary tuberculosis or conversion of the tuberculin from nonsignificant (negative) to significant (positive), repeat chest x-ray at 3 months and 1 year.

c. For employees with documentation of a significant tuberculin reaction for at least one (1) year and a negative chest x-ray at the time of employment, no further chest x-rays are necessary unless there is contact with a known case of tuberculosis or there is development of chronic respiratory symptoms.

B. Health Certificates

1. Cafeteria employees and others handling or dispensing food must present a health permit from the local health department. The requirements of this

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certificate shall be specified at the time the contract of employment is signed.

2. Bus drivers must have a physical examination of a scope prescribed by the Board of Education with the advice of the Medical Society of Virginia and furnish a form prescribed by the Board of Education showing the results of such examination.

C. Special Medical Examination

The school board may require a special medical examination for any employee at any time, to the extent permitted by law.

Editor's Note

See also board policy #5-9.

Legal Reference: Through June 30, 1997

Code of Va., §22.1-178. Requirements for persons employed to drive school bus. (1994)

Code of Va., §22.1-300. Tuberculosis certificate. (1994)

Code of Va., §22.1-301. Costs of medical examinations and furnishing medical records. (1980)

Code of Va., §40.1-28. Unlawful to require payment for medical examination as condition of employment. (1982)

Approved by Division Superintendent:

August 10, 1983

Revised by Division Superintendent:

June 9, 1992